

**Missouri Department of Elementary and Secondary Education**  
**Goal 1: Objectives, Strategies, and Actions**

**GOAL 1:** All Missouri students will graduate college and career ready.

**OBJECTIVE 1:** The percentage of students:

- A.** Scoring at or above proficient level on National Assessment of Educational Progress (NAEP) will increase by 1 percentage point at each test administration.
- B.** Scoring at or above proficient level on state assessments will increase each year to meet or exceed the annual “on track” MSIP targets for all students and subgroups, placing the state on track to Top 10 performance in 2020.
- C.** Scoring at or above the mean of the top 10 states on college and career ready assessments (e.g. ACT, SAT, COMPASS, ASVAB, TSA) will increase annually.

| STRATEGY 1: | Provide districts and schools access to curriculum resources necessary to ensure high quality instruction aligned to state, national and international standards.   | Office & Person(s) Responsible | FY 14 Targets   |
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| ACTION 1:   | Develop rigorous model curricula based on state standards that include the following components: course descriptions, unit outlines, measurable objectives, assessments (formative, interim benchmark and summative) and scoring guides, a variety of evidence-based instructional strategies, and instructional timelines. | Sharon Helwig (all)            | (A1) Provide open access to Model Curriculum and assessment tools for all educators.              |
| ACTION 2:   | Design and implement professional development to support implementation of the rigorous model curricula.  |                                | (A2) Implement a train the trainer professional development model supported by on-line resources. |

| STRATEGY 2: Promote quality teaching, leading, and learning by supporting a continuous improvement process that includes effective leading, teaching, and learning practices. | Office & Person(s) Responsible | FY 14 Targets  |
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| ACTION 1: Establish and apply appropriate measures of accountability and reporting to guide timely intervention strategies and improvement efforts based on best practices.   | Dennis Cooper (all)            | (A1) Implement MSIP 5 and ESEA Flexibility measures.   |
| ACTION 2: Identify, disseminate and support effective intervention practices.   |                                | (A2) Expand the Missouri Turnaround Network process to develop and implement intervention strategies.<br><br>(A2) Develop and implement a model to increase the instructional improvement efforts in all unaccredited districts and to closely monitor all expenditures, contracts, personnel, obligations, legal actions, and other matters related to the operation of the district by September 2013.<br><br>(A2) Conduct an analysis of unaccredited districts and provide recommendations for action to transform district policies, practices, systems, and governance that lead to dramatically improved student outcomes that are sustained over time by January 2014. |
| ACTION 3: Identify, disseminate and promote best practices in teaching, leading and learning.   |                                | (A3) Assist schools in their selection of highly effective teaching, leading, and learning practices.  |
| ACTION 4: Provide access to user-friendly data tools to make informed decisions.  |                                | (A4) Develop tools to assist teachers and leaders in analyzing student performance.  |
| ACTION 5: Provide web access and tools to support 21 <sup>st</sup> Century teaching and learning.   |                                | (A5) Develop and refine the “Gen Z” technology plan.   |

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| <b>OBJECTIVE 2: By 2020, all students will qualify for entrance into postsecondary education/training.</b><br><b>A. The percent of graduates college and career ready will increase by 1% each year.</b> |  |                                |  |
| STRATEGY 1:  | Align policies and support with the demands of college and careers.                                    | Office & Person(s) Responsible | FY 14 Targets  |
| ACTION 1:  | Identify Missouri future employment, skills and preparation needs.                                     | Sharon Helwig (all)            | (A1) Expand the Missouri Pathways to Prosperity Network (MPPN).  |
| ACTION 2:  | Develop incentives for districts to maintain a Personal Plan of Study for students in grades 7-12.     |                                | (A2) Develop a statewide initiative to promote effective and consistent use of Personal Plans of Study, grades 7-12.               |
| ACTION 3:  | Promote the early identification of at-risk students and the use of effective intervention strategies. |                                | (A3) Provide through the secured MCDS portal a student profile report that will help to identify at-risk students by January 2014. |
| ACTION 4:  | Track and report meaningful indicators of college and career readiness in a comprehensive data system. |                                | (A4) Formalize the process to access, approve, and communicate the college and career ready measures by October 2013.              |

**Missouri Department of Elementary and Secondary Education**

**Goal 2: Objectives, Strategies, and Actions**

**GOAL 2: All Missouri children will enter kindergarten prepared to be successful in school.**

**OBJECTIVE 1:**

- A. The percentage of young children (birth to kindergarten entry) who receive developmental and health screenings will increase by 2% annually.**
- B. The number of families with young children who receive parent education visits will increase by 2% annually.**
- C. The number of parent education visits to high needs families of young children will increase by 2% annually.**

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| STRATEGY 1: | Make information available to families and community stakeholders about developmental and health screenings for young children and parent education services for families.   | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings for young children and parent education for families.                              | Early Learning Team and Sarah Potter      | (A1) Build family and community awareness of the importance of developmental and health screenings.                  |
| STRATEGY 2: | Disseminate information to school districts to increase the number of children receiving developmental and health screenings and the number of families receiving parent education visits, especially high needs families. | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | Implement a coordinated campaign to inform school leadership of the importance of developmental and health   | Early Learning Team and Sarah Potter      | (A1) Build district awareness of the importance of developmental and health screenings to influence their decisions. |

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| ACTION 2:   | screenings for young children and parent education services.  |   |  |
|   | Identify and collect data on the number of children receiving developmental and health screenings, the number of families receiving parent education visits and the number of parent education visits to high needs families. |   |  |
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| ACTION 3:   | Identify duplication/gaps in screening activities among programs that provide screenings for young children.  |   | (A2) Establish baseline data   |
| ACTION 4:   | Identify duplication/gaps in services among programs that serve families with young children, especially high needs families.   |   | (A3) Improve the efficiency and effectiveness of screening services for young children.                    |
|   |   |   | (A4) Improve the efficiency and effectiveness of parent education services.                                |
| <b>OBJECTIVE 2: The percentage of young children who have access to effective early learning services will increase by 2% annually.</b> |   |   |  |
| STRATEGY 1:   | Inform all stakeholders about the importance of effective early learning services.  | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | Implement a coordinated campaign to inform families and community stakeholders of the importance of early learning services for young children.   | Early Learning Team and Sarah Potter      | (A1) Build parent and community awareness of the importance of early learning services for young children. |

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| STRATEGY 2: | Provide early learning professionals access to materials that define effective practices.  | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | Encourage and train early learning professionals to use the Desired Results Developmental Profile (DRDP) as a uniform school readiness tool. | Early Learning Team                       | (A1) Expand voluntary statewide use of the DRDP.   |
| ACTION 2:   | Provide Missouri Early Learning Program Guidance   |   | (A2) Develop uniform guidance for early learning models.   |
| ACTION 3:   | Incorporate the Early Learning Goals into policies and practices.  |   | (A3) Expand the use of Early Learning Goals within DESE supported early learning initiatives.          |
| STRATEGY 3: | Identify components of efficient and effective resource management of early learning services.   | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | Provide access to resources necessary for efficient and effective resource management of early learning services.                            | Early Learning Team                       | (A1) Develop resources related to efficient and effective early learning services resource management. |

Missouri Department of Elementary and Secondary Education  
Goal 3: Objectives, Strategies, and Actions

**GOAL 3:** Missouri will prepare, develop, and support effective educators.

**OBJECTIVE 1:** By 2020, all candidates completing preparation programs will be highly effective as defined by a uniform set of performance data points demonstrated by:

- A. The proportion of preparation programs achieving each of the state’s performance benchmarks will increase by 2 percentage points annually as reviewed through the new MoSPE standards and educator preparation program annual performance report (APR).
- B. The first-time pass rate, statewide, on exams required for educator licensure will increase by 1 percentage point annually.
- C. The percentage of first-year teachers reporting that their educator preparation program was of “Fair,” “Good,” or “Very Good” quality will increase by 0.25 percentage points annually.

| STRATEGY 1: | Develop and implement a process for approving and accrediting educator preparation programs based on current research and student achievement.                        | Office & Person(s) Responsible | FY 14 Targets  |
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| ACTION 1:   | Anchor the approval and accreditation process for preparation programs on the educator candidates’ ability to demonstrate mastery of the Missouri Educator Standards. | Paul Katnik (all)              | (A1) Create the Educator Preparation Annual Performance Report (Ed Prep APR) technical guide.  |
| ACTION 2:   | Determine effectiveness of the new Educator Preparation Program approval and accreditation.   |                                | (A1) Develop and implement new educator preparation assessments.   |
| Action 3:   | Assist educator preparation programs with recruiting candidates in hard to staff content areas and locations.   |                                | (A2) Explore methods to determine the effectiveness of the Department’s new Educator Preparation Program approval.<br><br>(A3) Revise definition, criteria and process to identify critical shortage areas.<br><br>(A3) Provide educator preparation programs data indicating current critical shortage areas. |





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| <b>STRATEGY 3:</b> | Ensure certification practices support current needs.   | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| <b>ACTION 1:</b>   | Create a flexible standards based certification system to respond to changing needs and opportunities.                | Paul Katnik (all)                         | (A1) Revise certification requirements.  |
| <b>ACTION 2:</b>   | Ensure a safe learning environment for students.  |   | (A2) Develop, in cooperation with the Missouri Highway Patrol, an on-line system to identify and notify districts and the Department of any criminal activity for individuals who hold Missouri certification. |
| <b>ACTION 3:</b>   | Develop a continued certification process that is aligned to educator evaluation results and critical shortage areas. |   | (A3) Research a forecast model to anticipate teacher certification shortage areas.   |

**Missouri Department of Elementary and Secondary Education  
Goal 4: Objectives, Strategies, and Actions**

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| <b>GOAL 4:</b>      | <b>The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.</b> |   |   |
| <b>OBJECTIVE 1:</b> | <b>Annually 90% of the Top 10x20 plan targets will meet or exceed process and progress measures.</b>                                     |   |   |
| <b>STRATEGY 1:</b>  | Annually establish plan targets which include process and progress measures.   | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>  |
| <b>ACTION 1:</b>    | Document office activities related to the implementation of the Top 10x20 plan.  | All                                       | (A1) Create a calendar to check work flow and progress of the implementation of the FY14 action plan. |
| <b>ACTION 2:</b>    | Provide staff development and support for effective implementation of the Top 10x20 plan.  |   | (A2) The FY14 Top 10 x 20 Plan will be presented to staff quarterly.                                  |
| <b>STRATEGY 2:</b>  | Develop an efficient data management system to assist school districts and the department in decision making processes.                  | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>  |
| <b>ACTION 1:</b>    | Implement web-based tools for data collection and reporting.   | Leigh Ann Grant (all)                     | (A1) Create reports in the Missouri Comprehensive Data System (MCDS) portal using geographic mapping. |

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| ACTION 2:   | Implement data assurance standards.   |   | (A2) Finalize the protocol for conducting accountability data audits.  |
| ACTION 3:   | Develop web-based training modules for internal/external users.   |   | (A2) Randomly select 10 Local Education Agencies (LEAs) and conduct accountability data audits.  |
| ACTION 4:   | Review infrastructure used to manage data processing and reporting.   |   | (A3) Using feedback from the 2013 MSIP5 APR release -- provide a series of webinars (one per MSPI5 standard) that include the source of data, the calculations of each indicator, and review the items that received the most questions.<br><br>(A4) Implement new security roles and functions to allow additional users appropriate access to needed information |
| STRATEGY 3: | Provide an effective communications process that supports the mission and goals of the Department's Top 10x20 plan.                   | <b>Office &amp; Person(s) Responsible</b> | <b>FY 14 Targets</b>   |
| ACTION 1:   | The Department will increase awareness of the Top 10x20 plan by refocusing the Communications Office work on marketing the Top 10x20. | Sarah Potter (all)                        | (A1) Identify, inform, and engage target audiences for selected strategies and action steps continuously throughout the year.  |
| ACTION 2:   | Explore and consistently use effective communication technologies to share information.   |   | (A2) Increase social media participation by 40%.<br><br>(A2) Increase e-newsletter participation by 10%.   |
| ACTION 3:   | Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support.      |   | (A3) Provide training on communication tools.  |
| ACTION 4:   | Develop measures to determine the effectiveness of the communications process.  |   | (A4) Complete a Top 10 by 20 awareness survey.   |

| STRATEGY 4: | Increase effectiveness through efficient business operations. | Office & Person(s) Responsible | FY 14 Targets   |
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| ACTION 1:   | Align all internal business operations                        | (All)                          | (A1) Align internal business operations to support implementation of the Top 10 by 20 Plan. |